

DRAFT - Calendar of Civil Rights Related/Special Emphasis Observances - 1999

Month	Observance	Theme	Purpose
January	Dr. Martin L. King, Jr. Holiday (3 rd Monday in Jan.)	Remember! Celebrate! Act! A day on, not a day off!!	Recognition of Dr. King's civil rights contributions and to promote peace, non-violence, diversity and racial harmony
February	National African-American (Black) History Month	The Legacy of African American Leaders for the Present and the Future	1. Recognition of the contributions and achievements of Black/ African-Americans in the past and present to this country and DOT. 2. To provide educational programs or training consistent with DOT's diversity, affirmative employment goals and strategic plan. 3. Cultural and EEO awareness.
March	National Women's History Month	Women Putting Our Stamp on America	1. Recognition of the contributions and achievements of Women in the past and present to this country and DOT. 2. To provide educational programs or training consistent with DOT's diversity, affirmative employment goals and strategic plan.
April	National Remember the Holocaust Week	Theme Pending (Risking All for Brotherhood –1998 theme)	1. To provide educational programs or training consistent with DOT's diversity, affirmative employment goals and strategic plan. 2. Community Outreach
May	National Asian/Pacific Islanders Heritage Month	Celebrating our Legacy (Theme is pending confirmation)	1. Recognition of the contributions and achievements of Asian/ Pacific Islanders in the past and present to this country and DOT. 2. To provide educational programs or training consistent with DOT's diversity, affirmative employment goals and strategic plan. 3. Cultural and EEO awareness.
June	National Gay Awareness Month	Theme Pending	1. To provide educational programs or training consistent with DOT's diversity, affirmative employment goals and strategic plan. 2. Community Outreach

August	National Women's Equality Day/Week (Week of August that includes the 26 th Day)	First Equality	1. To provide educational programs or training consistent with DOT's diversity, affirmative employment goals and strategic plan. 2. Community Outreach
September	1. National Deaf Awareness Month 2. National Hispanic Heritage Month (September 15 – October 16)	1. Theme Pending 2. Theme Pending	1. To provide educational programs or training consistent with DOT's diversity, affirmative employment goals and strategic plan. 2. Community Outreach 1. Recognition of the contributions and achievements of Hispanics in the past and present to this country and DOT. 2. To provide educational programs or training consistent with DOT's diversity, affirmative employment goals and DOT's strategic plan. 3. Cultural and EEO awareness.
October	National Disability Employment Awareness Month *National Hispanic Heritage Month (Sept. 15 – October 16) See September Description Above	Think Ability	1. To provide educational programs or training consistent with DOT's diversity, affirmative employment goals and strategic plan.
November	1. National American Indian/Alaskan Native Heritage Month 2. Federal Women's Week	1. Theme Pending	1. Recognition of the contributions and achievements of Black/ African-Americans in the past and present to this country and DOT. 2. To provide educational programs or training consistent with DOT's diversity, affirmative employment goals and strategic plan. 3. Cultural and EEO awareness 1. To provide educational programs or training consistent with DOT's diversity, affirmative employment goals and DOT's strategic plan.
December	National Diversity Unity Month	Them Pending	1. Cultural and EEO awareness.